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BY THE U.S. GENERAL ACCOUNTING OFFICE

**Report To The Chairwoman,
Subcommittee On Civil Service
Committee On Post Office And Civil Service
House Of Representatives**

Appointments To Professional And Administrative Career Positions

This report provides information about appointments made to entry level professional and administrative career (PAC) positions before and after the abolishment of the Professional and Administrative Career Examination (PACE). The PACE, a written examination, was used to examine applicants for 120 different occupations. The PACE was abolished in August 1982 as a result of a consent decree negotiated in the case of Luevano v. Devine. The objective of the consent decree was to eliminate adverse impact in the hiring of blacks and hispanics to positions filled through PACE. The Office of Personnel Management has not developed examination alternatives for those PAC positions previously covered by PACE.



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